

# **DEPARTMENT OF THE INTERIOR PARTNERSHIP COUNCIL AGREEMENT**

## PREAMBLE

In the spirit of Executive Order 12871 on Labor-Management Partnerships, the Department of the Interior (DOI), the National Federation of Federal Employees (NFFE), and the American Federation of Government Employees (AFGE), the Parties, enter into this Agreement for the purpose of building and maintaining a cooperative working relationship to better accomplish the DOI mission.

## PRINCIPLES

This partnership is guided by the following principles:

- Commitment
- Trust
- Mutual Respect
- Predecisional Involvement
- Fairness
- Open Communication
- Accountability
- Responsibility
- Understanding

## GOALS

The goals of this Partnership are:

1. To improve the Department of the Interior's effectiveness and efficiency in serving the needs of the American public.
2. Ensure a working environment that respects and values employees.
3. To promote the establishment of effective Partnership Committees.
4. To promote the use of interest-based processes in lieu of position-based bargaining.
5. Change the culture of labor-management relations in the work place

## MEMBERSHIP

The Council will consist of six representatives of the agency, three representatives of NFFE, and one representative of AFGE.

Members may designate alternates to act on their behalf at any given meeting.

The Council may establish subcommittees, task forces, working groups or use other individuals as necessary to effectuate the purposes of the Partnership Council.

## AGREEMENT

- This agreement may be altered by the Council.
- The Council may develop rules or procedures to carry out its activities consistent with the provisions of this agreement.
- Decisions will be made by consensus.

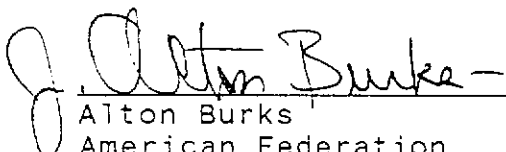
## EVALUATION

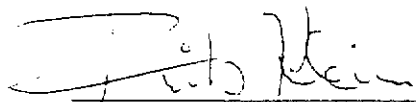
On an annual basis, the progress and improvements in organizational performance and working environments will be evaluated.

## DURATION OF AGREEMENT

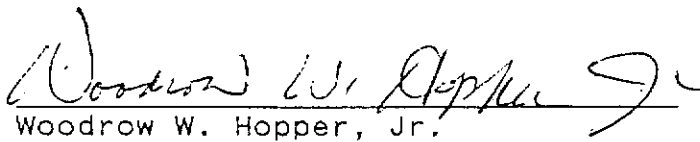
This agreement will run concurrently with the President's National Partnership Council for a period of 2 years, unless extended by mutual agreement by the parties.

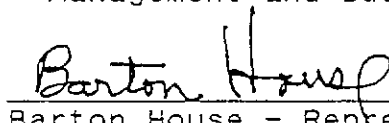
For the Union:

  
Alton Burks  
American Federation  
of Government Employees

  
Frits Klein  
National Federation  
of Federal Employees

For Management:

  
Woodrow W. Hopper, Jr.  
Representative  
Assistant Secretary - Policy,  
Management and Budget

  
Barton House - Representative  
Assistant Secretary - Land  
and Minerals Management

Delbert Johnson, Jr.  
Delbert Johnson, Jr.  
National Federation  
of Federal Employees

Nolando Neswood.  
Nolando Neswood  
National Federation  
of Federal Employees

Joseph E. Doddridge  
Joseph Doddridge - Representative  
Assistant Secretary - Fish and  
Wildlife and Parks

Richard Whitesell  
Richard Whitesell - Representative  
Assistant Secretary - Indian  
Affairs

Margaret Sibley  
Margaret Sibley - Representative  
Assistant Secretary - Water  
and Science

Robert G. Chefer  
Robert G. Chefer - Representative

Solicitor

Dated: June 17, 1994